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Approved For Release 2003/01/27 : CIA-RDP80-01826R000800110049-3

CIA CAREER SERVICE PROGRAM

IG Recommendations	DDI Statements	D/Pers Statements	Notes
<u>CAREER MANAGEMENT STRUCTURE:</u>			
1. Establish CIA Career Development Board. a. Composition - DCI appoint a senior officer as permanent Chairman and three members, one each from candidates nominated by DDI, IDS and DDP. Members assigned on tour-of-duty basis, serving full time. Chairman appoint permanent Executive Secretary. b. Responsibility - Board will establish and direct a career program, including advising DCI on career service policies and monitoring careers of qualified persons.	1. Agree to the establishment of a Career Development Advisory Board with modifications: a. Composition - The Board should be comprised of senior officials representing the three major areas of Agency, under Chairmanship of D/Pers and responsible to DCI; and charged with (1) implementing a Career Development program designed to manage and plan for specially selected individuals with high potential for assuming senior management positions, and (2) providing advice and guidance to D/Pers in his administration of career management programs. b. Responsibility - The primary function of Board should be executive development including final selection of "executive trainees" and their development over a protracted period of years.	1. Agree to the establishment of CIA Career Development Board with modifications: a. Composition - The Board should be composed of D/Pers as Chairman and three senior officers appointed by the Deputies to serve as members of the Board in addition to their other duties. Each Deputy would appoint a full-time, working-level career development officer. The D/Pers or his designee would regularly convene these officers for handling career development matters pertaining to medium grade personnel. b. Responsibility - The Board would deal with matters of policy and with individual cases pertaining to senior personnel.	
2. Disestablish the CIA Career Council and transfer its responsibilities to the CIA Career Development Board.	2. Agree to the disestablishment of the CIA Career Council.	2. The Council be redesignated the Agency Personnel Board.	
3. Disestablish the Supergrade Board & transfer its responsibilities to the CIA Career Development Board.	3. No statement.	3. Continue the Supergrade Board.	
4. Disestablish the Selection Board & transfer its responsibilities to appropriate Heads of Career Services.	4. No statement.	4. Continue the Selection Board but reorganize procedures to emphasize responsibility of Career Services in the selection of members of the Career Staff.	
5. Disestablish the Examining Panels & transfer their responsibilities to appropriate Heads of Career Services.	5. No statement.	5. Agree to the disestablishment of the Examining Panels.	

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CAREER SERVICES:

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| <p>6. Reduce number of Career Services & establish on occupational rather than organizational lines.</p> <p>a. Expand the Administration Career Services to include all senior administrative and support officers together with junior officers in the same categories who qualify as careerists.</p> <p>b. Set up Career Service for all employees in clerical positions.</p> <p>c. Set up Career Service for those employees having technical skills. (Maintain Communications Career Service as now established.)</p> <p>d. Set up Career Service for professional specialists.</p> <p>e. Set up Career Service for professional intelligence officers.</p> | <p>6. Retain the basic Career Service structure as it now exists.</p> | <p>6. Continue present Career Service structure with minor practical modifications.</p> |
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CIA CAREER STAFF:

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| <p>7. Limit membership to selected individuals.</p> <p>8. Upon satisfactory completion of the basic 5-year period the Development Board will assign the employee to a Career Service & he will at the same time acquire Career Staff status.</p> | <p>7. No statement.</p> <p>8. No statement.</p> | <p>7. Agree to limiting membership in the Career Staff & simplifying procedures for the selection of career employees.</p> <p>8. No statement on this point.</p> |
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INDIVIDUAL CAREER PLANNING:

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| 25X1 | 9. Rescind <input type="text"/> and discontinue Career Preference Outline. | 9. Agree. | 9. Agree. |
|) | 10. Substitute individualized planning for those persons who may be expected to grow and develop. Board to develop standards and techniques. | 10. No statement. | 10. Agree. The newly appointed Career Development Officers, proposed in 1.a., above, would direct individual career planning. |

CIA CAREER SERVICE BROCHURE:

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| 11. Prepare and distribute to all employees a brochure explaining the purpose and objectives of the Career Service program and the methods of implementation. | 11. No statement. | 11. No statement on this point. |
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